

diversity and inequality

Mana Tahaie

Director of Mission Impact, YWCA Tulsa

Oklahoma Policy Institute Fall Policy Boot Camp

October 3, 2015

INTRODUCTION

about me: trainer, consultant, advocate



style

- Interactive
- Flexible
- Inclusive
- Accessible

activity: pair share

Where have you observed inequality in today's presentations?

about ywca tulsa

Health & Wellness

Immigrant & Refugee Services

YWCA Tulsa

Racial Justice

Women's Empowerment

women in oklahoma

Oklahoma is ranked the 3rd worst state for a woman to live



One-third of women in Oklahoma are obese and at an increased risk of heart disease, arthritis and cancer.



One in three Latinas who are green card holders cite language barriers as their main deterrant from pursuing American Citizenship.

Oklahoma ranks 50th in the U.S. in women's health and well-being.



More than half of Latinas 25 and older in Tulsa have not received a high school diploma or GED.

Health and Wellness

Immigrant & Refugee Services

Women's Empowerment

Racial Justice



Oklahoma incarcerates women at twice the national rate, despite having average crime statistics.



In Oklahoma, black women earn 64% and Latinas 46% of white men's income.

37%

37% of single women with children live below the poverty line in Oklahoma.



The life expectancy of black women in Tulsa County is nine years less than their white counterparts.

state of women in oklahoma



state of women in oklahoma

One in three Latinas who are green card holders cite language barriers as their main deterrant from pursuing American Citizenship.



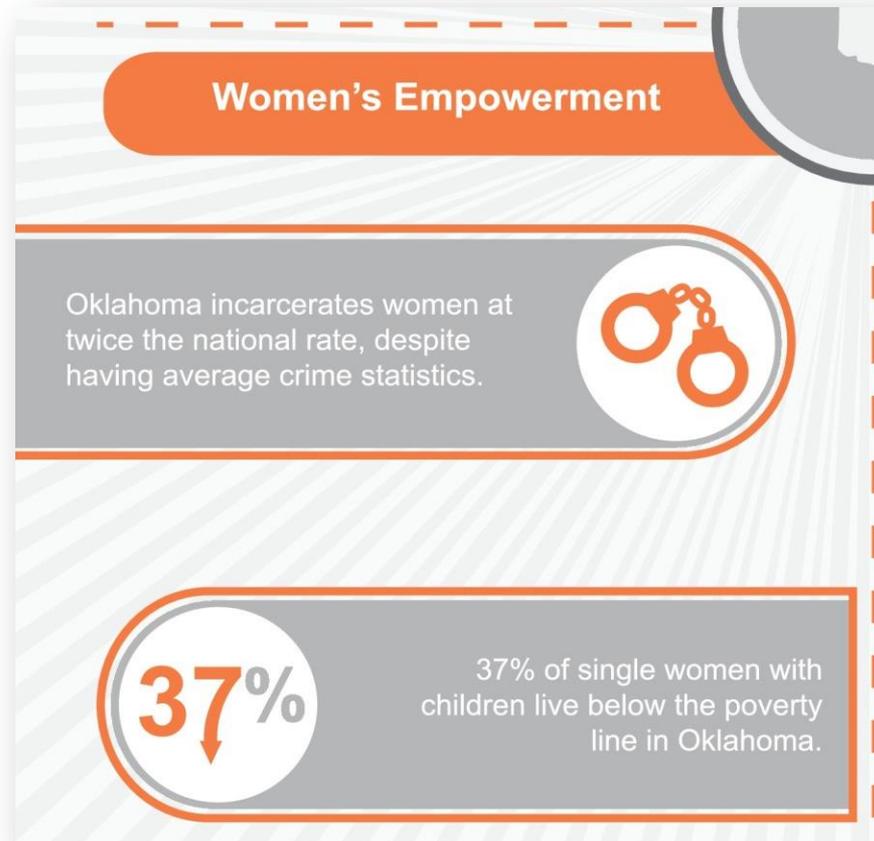
More than half of Latinas 25 and older in Tulsa have not received a high school diploma or GED.



Immigrant & Refugee Services

The infographic features a light gray background with diagonal lines. It contains two horizontal bars with rounded ends. The top bar is gray and contains text on the left and a speech bubble icon on the right. The bottom bar is also gray and contains a diploma icon on the left and text on the right. At the bottom, there is a solid orange rounded rectangle with the text 'Immigrant & Refugee Services' in white. The entire graphic is framed by a dashed orange border on the left and bottom.

state of women in oklahoma



state of women in oklahoma

Racial Justice

 In Oklahoma, black women earn 64% and Latinas 46% of white men's income.

The life expectancy of black women in Tulsa County is nine years less than their white counterparts. 

The infographic features a light gray background with diagonal lines. It has an orange header bar with the title 'Racial Justice'. Below the header, there are two main sections. The first section has a gray background and contains an icon of a piggy bank with a dollar sign, followed by text stating that in Oklahoma, black women earn 64% and Latinas 46% of white men's income. The second section also has a gray background and contains text stating that the life expectancy of black women in Tulsa County is nine years less than their white counterparts, followed by an icon of a heart with a white cross. The entire infographic is framed with a dashed orange border.

cultural environment

- Scarcity
- Punishment
- Segregation
- Individualism

political environment



eliminating racism
empowering women
ywca

CRIMINAL JUSTICE

mass incarceration

1st

Oklahoma's female incarceration rate ranking

2nd

Oklahoma's Black male incarceration rate ranking

3rd

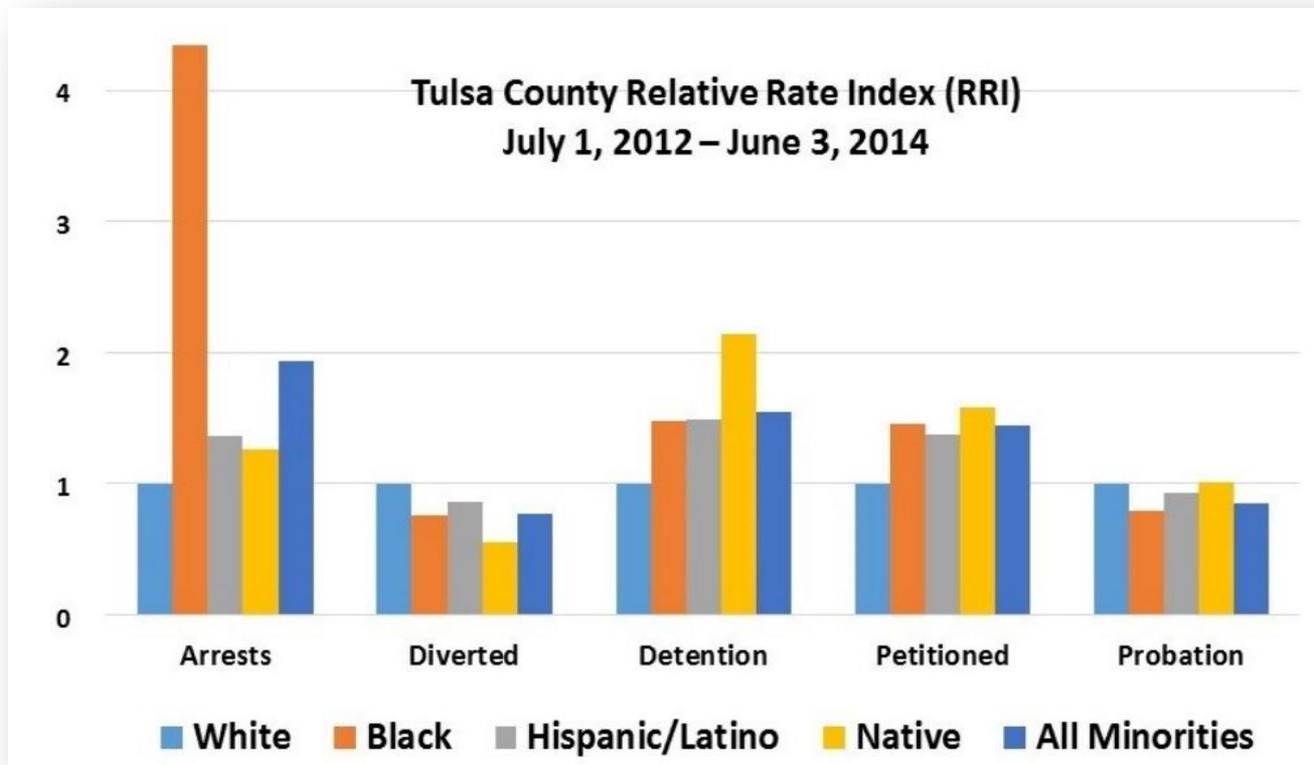
Oklahoma's male incarceration rate ranking

disproportionate minority contact

Relative Rate Index Compared with :	White							
	White	Black or African-American	Hispanic or Latino	Asian	Native Hawaiian or other Pacific Islanders	American Indian or Alaska Native	Other/Mixed	All Minorities
2. Juvenile Arrests	1.00	4.13	1.37	0.21	*	1.48	0.14	1.92
3. Refer to Juvenile Court	1.00	1.00	1.00	**	*	1.00	**	1.00
4. Cases Diverted	1.00	0.74	1.03	**	*	0.68	**	0.80
5. Cases Involving Secure Detention	1.00	1.53	0.96	**	*	2.03	**	1.46
6. Cases Petitioned	1.00	1.36	1.14	**	*	1.54	**	1.33
7. Cases Resulting in Delinquent Findings	1.00	1.14	0.98	**	*	1.19	**	1.12
8. Cases resulting in Probation Placement	1.00	0.78	0.91	**	*	1.01	**	0.84
9. Cases Resulting in Confinement in Secure	**	**	**	**	*	**	**	**
10. Cases Transferred to Adult Court	**	**	**	**	*	**	**	**
Group meets 1% threshold?	Yes	Yes	Yes	Yes	No	Yes	Yes	

Key:

disproportionate minority contact



case study: tondalo hall



[Video](#)

POVERTY

poverty rate

16.6%

Percentage of people in the state who had incomes below the poverty line (\$23,834 for a family of four) in 2014

National Rank: 37th

child poverty rate

22.1%

Percentage of children under 18 in related families in the state who had incomes below the poverty line in 2014

National Rank: 32nd

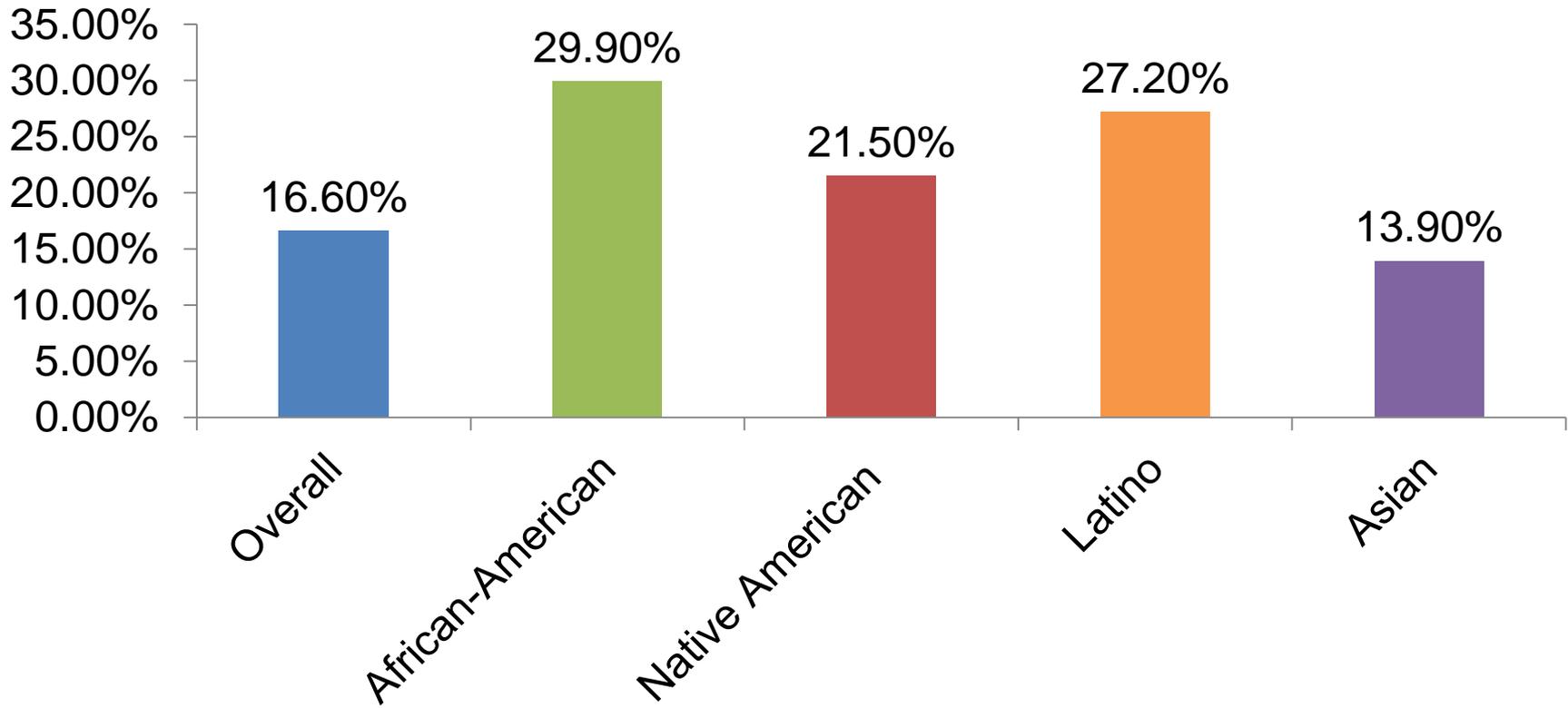
female poverty rate

18.6%

Percentage of working-age women (ages 18-64) who had incomes below the poverty line in 2014

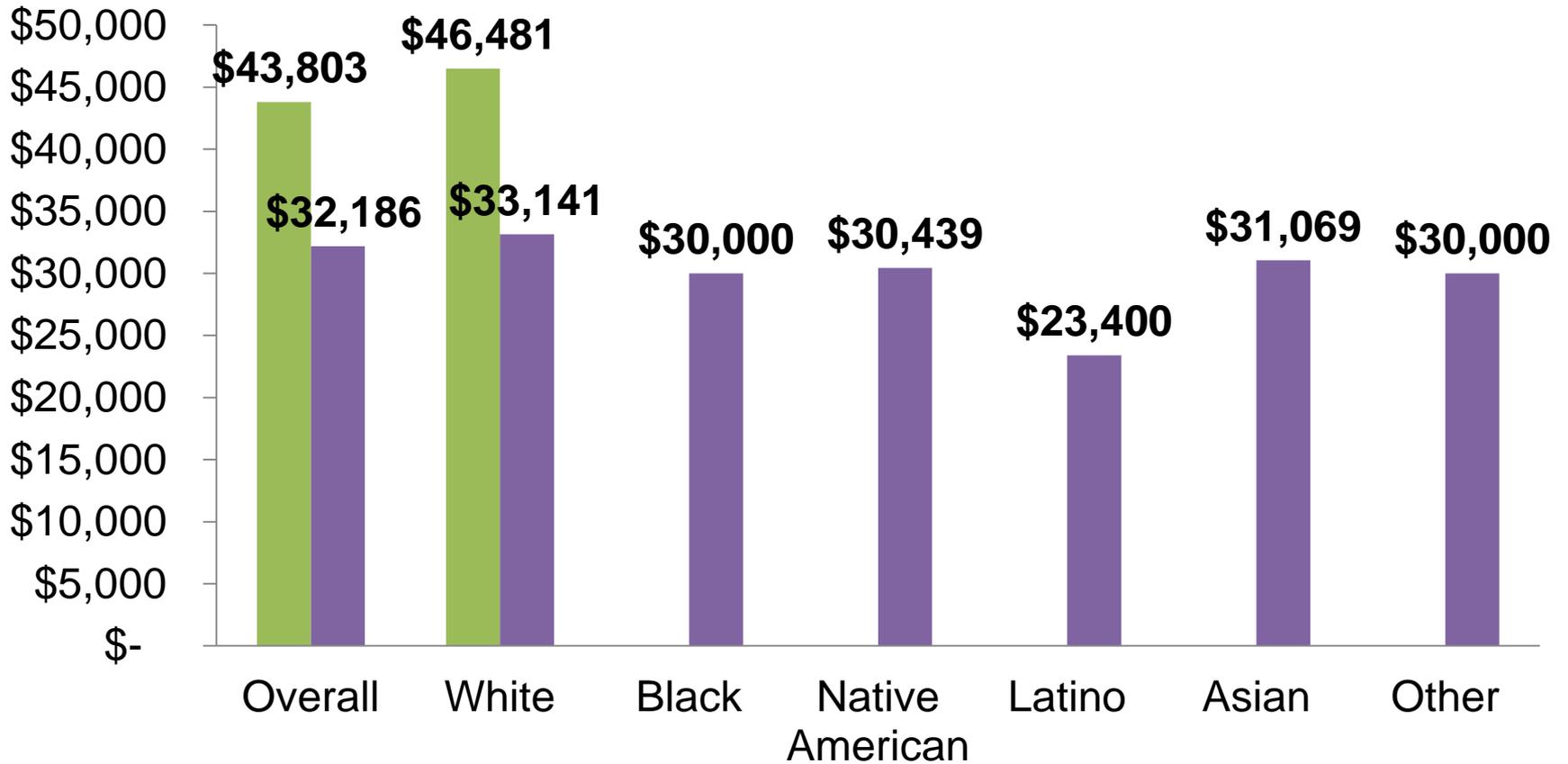
National Rank: 40th

people of color poverty rate

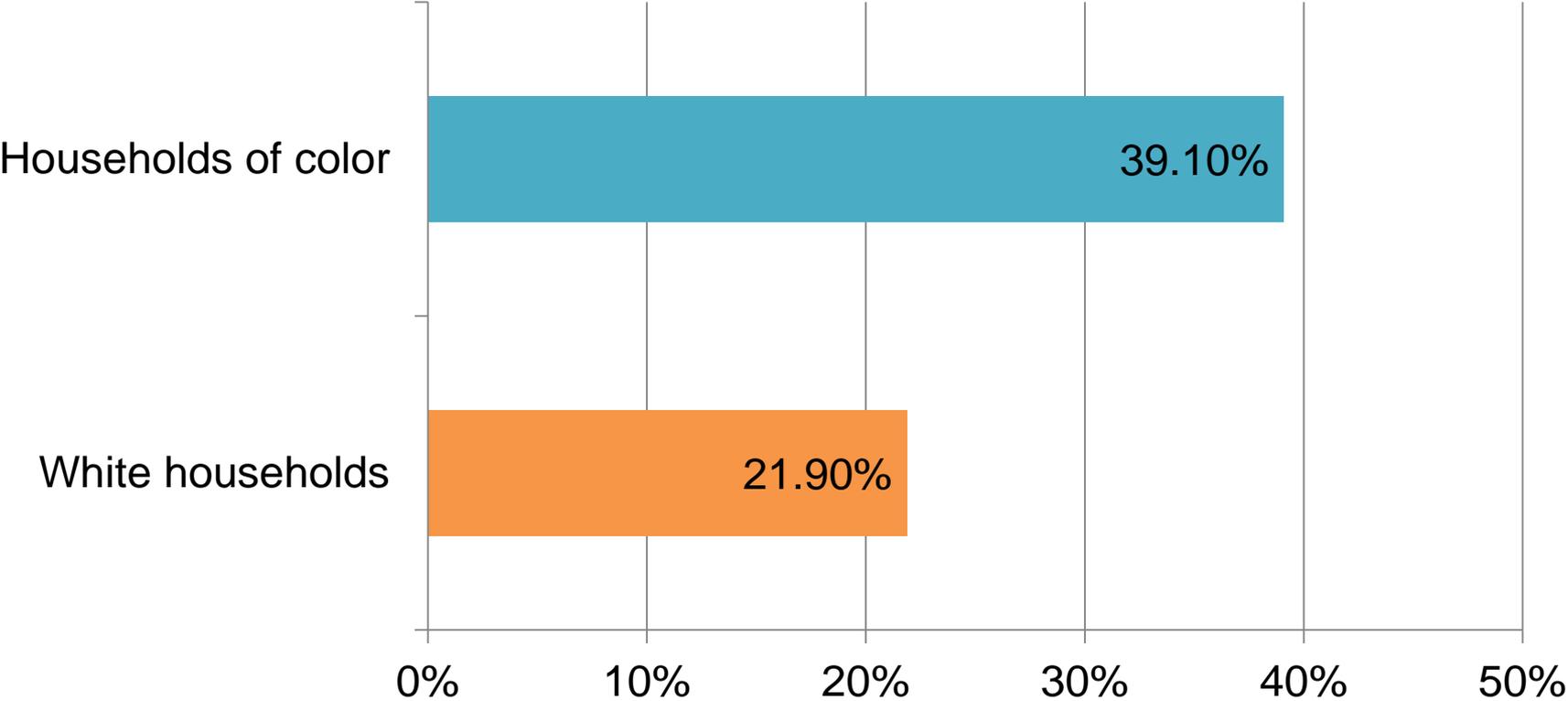


WEALTH

wage gap



asset poverty



IMMIGRATION

HB 1804



eliminating racism
empowering women
ywca

immigration

DHS foster child deported within months of aging out of system

Story

Comments (17)

Print  Font Size:  

 Recommend 2.4k  Tweet  G+1 3  Pin it 0  Share 69

Posted: Monday, September 28, 2015 12:00 am | Updated: 11:31 am, Mon Sep 28, 2015.



Gabriella Portillo, a former DHS foster child deported within months of aging out of the system.

By GINNIE GRAHAM News Columnist |

17 comments

Foster mother Tylisha Oliver drove pregnant, 18-year-old Gabriella Portillo to a meeting asked by her foster daughter's parole officer. She had a feeling something wasn't right because it was an unusual request.

But meeting all the sentence stipulations on a youthful offender guilty plea was part of getting Portillo on the right track. After surviving being forced into El Salvador's sex trade as a child and spending five years in Oklahoma's foster care, the girl finally seemed ready to accept help.

New Americans in Oklahoma



5.5% of Oklahomans are foreign born

10.9% are Latino or Asian



33.7% of immigrants in the state are naturalized U.S. citizens

3.3% of registered voters are New Americans



89.1% of children with immigrant parents are U.S. citizens

85.7% of children with immigrant parents are English proficient



77.9% of naturalized citizens have a high school diploma or higher

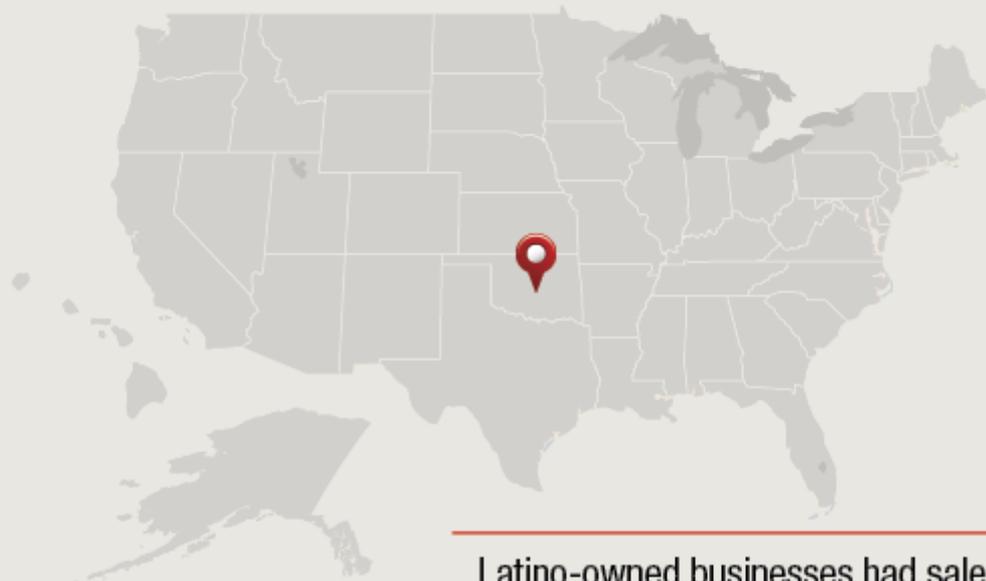
8,722 foreign students contribute

\$192.6 M to the state's economy



Make up **7.4%** of the workforce.

3% of the workforce is unauthorized.



DID YOU KNOW?

Oklahoma would lose **\$580.3 million** in economic activity and about **4,680 jobs** if all unauthorized immigrants were removed.

Latino-owned businesses had sales and receipts of **\$1.7 billion** and employed **8,940** people

Asian-owned businesses had sales and receipts of **\$1.8 billion** and employed **15,673** people

The purchasing power of Latinos is **\$7.2 billion**. Asian buying power totaled **\$2.9 billion**.

ISLAMOPHOBIA

Islamophobia

Police captain's suspension spurs rally, counterprotest downtown

■ Captain's suspension spurs rally, counterprotest

Story Comments Image (5)

Previous Next



Doug Lawson (left), David McLain and Jim Standridge listen to the national anthem during a rally downtown Tuesday in support of Tulsa Police Capt. Paul Fields. Fields was suspended for refusing to order his officers to attend a police appreciation event at a Tulsa mosque. MIKE SIMONS / Tulsa World



Jim Standridge and others march to City Hall on Tuesday to deliver a petition in favor of Tulsa Police Capt. Paul Fields. MIKE SIMONS / Tulsa World



The Say No to Hate Coalition holds a silent protest as ACT! for America rallies across the street from City Hall. MIKE SIMONS / Tulsa World

Islamophobia



eliminating racism
empowering women
ywca

Islamophobia

Armed anti-Muslim activists planning 20 rallies at mosques and community centers across the US

DAVID EDWARDS
01 OCT 2015 AT 16:09 ET

Facebook Twitter More



Anti-Muslim rally organizer Jon Ritzheimer (screen grab)

OCT 09 Global Rally For Humanity: Oklahoma City

Public · Hosted by Tabbi Marie and Tabbi Marie

Join Save Invite

October 9 - October 10
Oct 9 at 9:00am to Oct 10 at 12:00am

ISGOC
3815 N St Clair Ave, Oklahoma City, Oklahoma 73112

Show Map

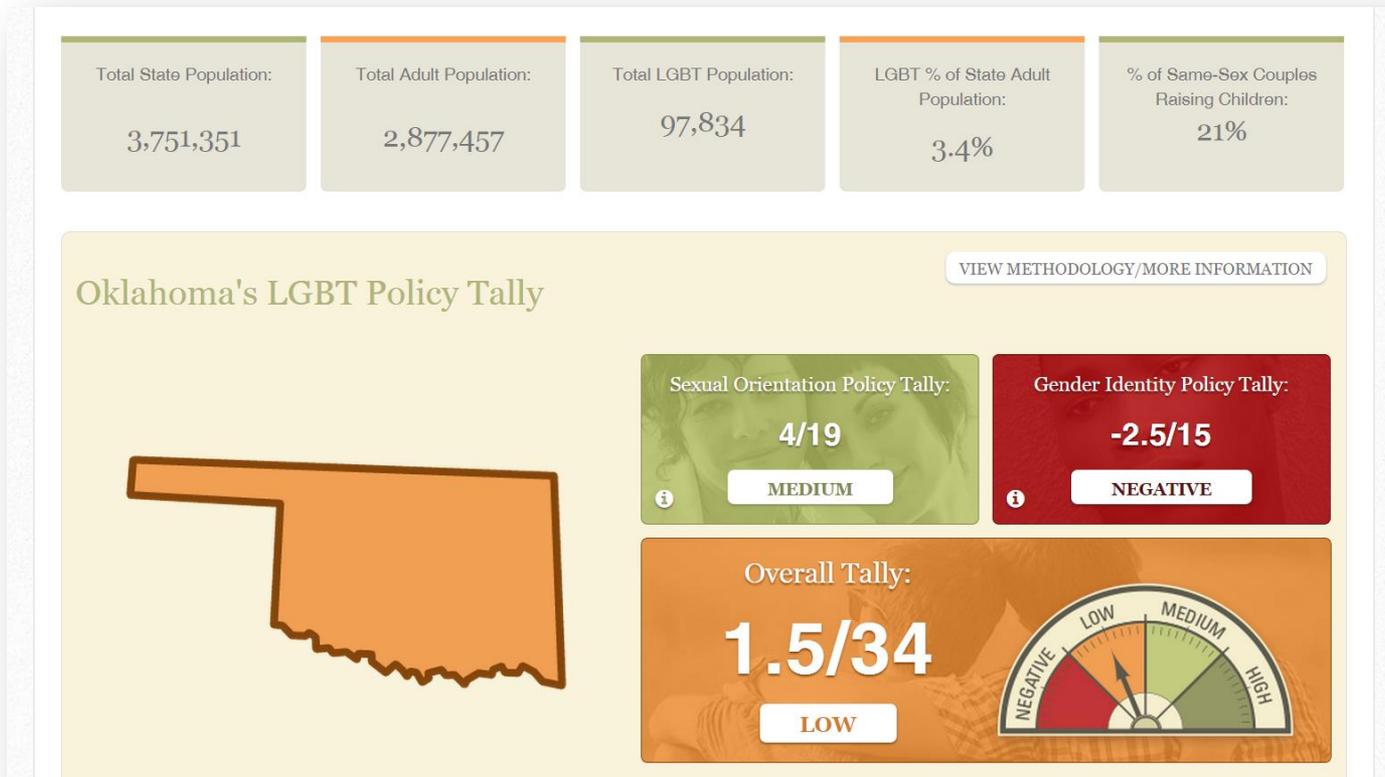
GUESTS		
13	5	231
going	maybe	invited

INVITE FRIENDS

eliminating racism
empowering women
ywca

LGBT ISSUES

LGBT snapshot



LGBT (non)protections

- Housing
- Employment
- Hate crimes
- Non-discrimination
- Public accommodations
- Anti-bullying
- Trans* healthcare
- Gender marker changes

CHANGE THE NARRATIVE

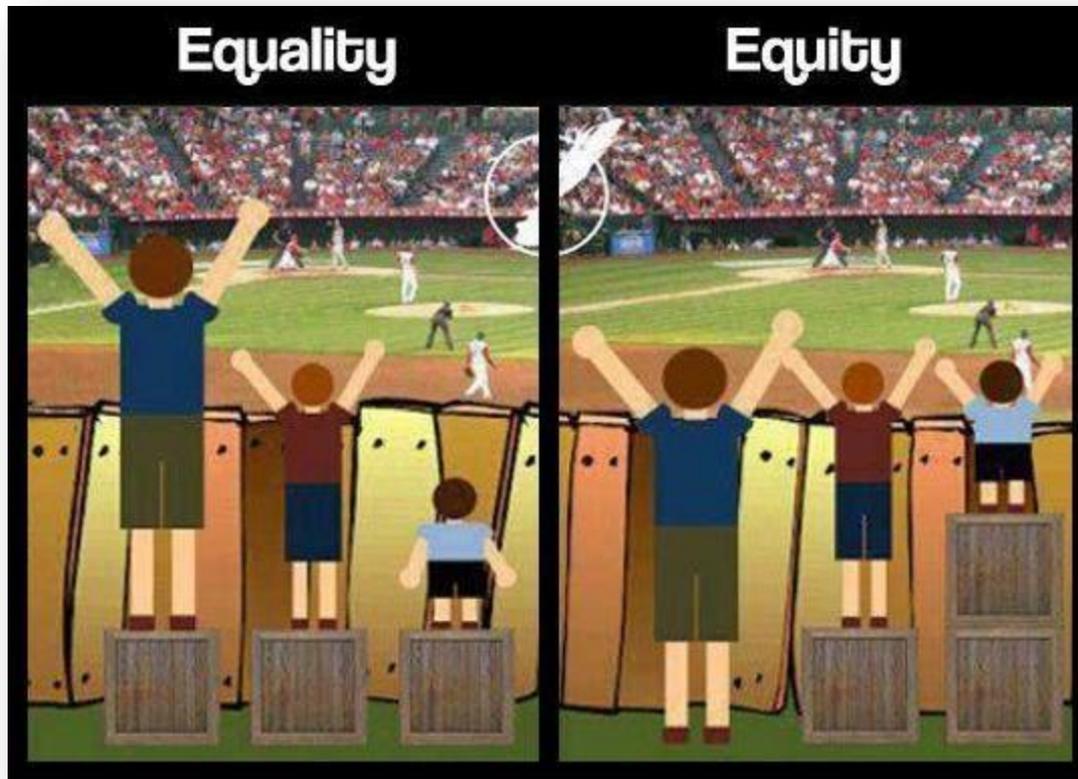
alternative frames

- Systems > People
- Root causes > Symptoms

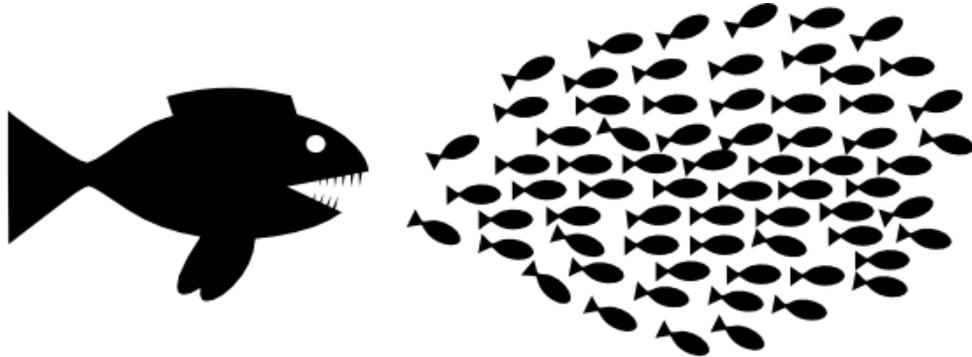
alternative frames

aaronendré	
<p>scarcity thinking</p> <p>"There will never be enough"</p> <p>Competes to stay on top Hoards things from others Won't share knowledge Won't offer help to others Suspicious of others Resents competition Afraid of being replaced Believes times are tough Believes the pie is shrinking Thinks small and avoids risk Fears change</p>	<p>abundance thinking</p> <p>"There will always be more"</p> <p>Collaborates to stay on top Generous with others Shares knowledge Freely offers help to others Trusts and builds rapport Welcomes competition Strives to grow Believes the best is yet to come Believes the pie is growing Thinks big and embraces risk Takes ownership of change</p>

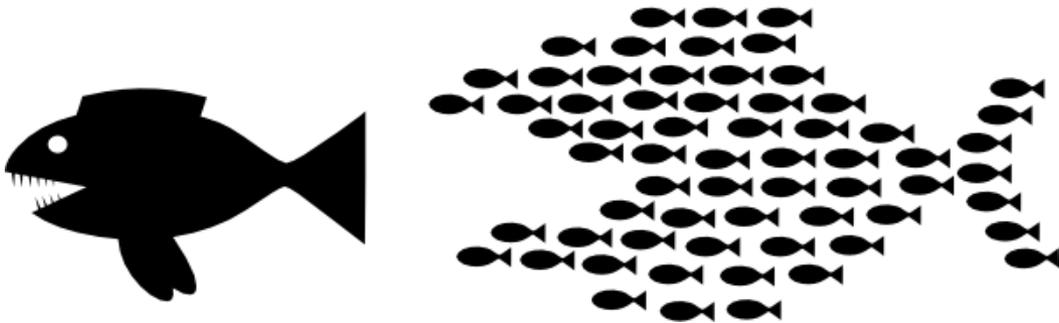
alternative frames



alternative frames



ORGANIZE!



QUESTIONS?

Mana Tahaie

mtahaie@ywcatusa.org

(918) 858-2348

CONTACT